

# Energizing Today

## For a **Brighter Tomorrow**

สรรสร้างพลัง สร้างสรรค์อนาคต



ผลการดำเนินงานด้านความยั่งยืน  
ประจำปี 2567  
บริษัท ผลิตไฟฟ้า จำกัด (มหาชน)

# Governance

No.	Indicator	2024 (by EGCO Equity)	Target
<b>Criteria: Governance Bodies</b>			
<b>Topic: Board Structure</b>			
<b>(GRI Standards: General Disclosures 2021, 2-9 Governance Structure and Composition)</b>			
1	Independent Director (Person)	6	-
2	Other Non-Executive Director (Person)	8	-
3	Executive Director (Person)	1	-
4	Total Board (Person)	15	-
<b>Topic: Diversity of Governance Bodies</b>			
<b>(GRI Standards: General Disclosures 2021, 2-9 Governance Structure and Composition)</b>			
5	Number of governance bodies by age group and gender		
6	Under 30		
	• Male (Person)	0	-
	• Female (Person)	0	-
7	Under 30 (%)	0	-
8	30 - 50 years		
	• Male (Person)	3	-
	• Female (Person)	0	-
9	30 - 50 years (%)	20.00	-
10	Over 50 years		
	• Male (Person)	9	-
	• Female (Person)	3	-
11	Over 50 years (%)	80.00	-
<b>(GRI Standards: General Disclosures 2021, 2-7 Employees)</b>			
12	Number of female directors (Person)	3	-
<b>Topic: Board Average Tenure</b>			
<b>(GRI Standards: General Disclosures 2021, 2-9 Governance Structure and Composition)</b>			
13	Average tenure of board member (Year)	3.21	-
<b>Topic: Board Effectiveness</b>			
14	Average board meeting attendance (%)	99.01	
15	Number of non-executive/independent directors with 4 or less other mandates (Person)	14	-
<b>Topic: Board Industry Experience</b>			
<b>(GRI Standards: General Disclosures 2021, 2-9 Governance Structure and Composition)</b>			
16	Number of Independent or non-executive members with industry experience (Person)	12	-

No.	Indicator	2024 (by EGCO Equity)	Target
<b>Topic: Government Ownership</b>			
<b>(GRI Standards: Economic Performance 2016, 201–4 Financial Assistance Received from Government)</b>			
17	Government ownership (%)	25.41	-
<b>Topic: Corporate Governance Report (CGR) Scorecard</b>			
18	Corporate Governance Report of Thai-Listed Companies (CGR) Scorecard (%)	103.00	-
<b>Criteria: Business Ethics</b>			
<b>Topic: Codes of Conduct Coverage</b>			
<b>(GRI Standards: Anti-Corruption 2016, 205–2 Communication and Training about Anti-Corruption Policies and Procedures)</b>			
19	CoC Coverage		
	• Employees (%)	100	-
	• Contractor/suppliers/service providers (%)	100	-
	• Subsidiaries (%)	100	-
	• JV (%)	100	-
<b>Topic: Codes of Conduct Acknowledgement</b>			
<b>(GRI Standards: Anti-Corruption 2016, 205–2 Communication and Training about Anti-Corruption Policies and Procedures)</b>			
20	Written/digital acknowledgement		
	• Employees (%)	100	-
	• Contractor/suppliers/service providers (%)	100	-
	• Subsidiaries (%)	100	-
	• JV (%)	100	-
<b>Topic: Codes of Conduct Training</b>			
<b>(GRI Standards: Anti-Corruption 2016, 205–2 Communication and Training about Anti-Corruption Policies and Procedures)</b>			
21	Training provided (%)	69.53	
	• Employees (%)	100	-
	• Contractor/suppliers/service providers (%)	100	-
	• Subsidiaries (%)	100	-
	• JV (%)	100	-
<b>Topic: Codes of Conduct Breaches</b>			
<b>(GRI Standards: Anti-Corruption 2016, 205–3 Confirmed Incidents of Corruption and Actions Taken)</b>			
22	Breakdown of breaches		
	• Legal Proceeding (Case)	0	-
	• Ethic (Codes of Conduct, Corruption and Bribery, Money Laundering, Insider Trading) (Case)	0	-
	• Conflict of Interest (Case)	0	-
	• Information Security and Data Privacy & Confidentiality (Case)	0	-
	• Human Rights including Discrimination (Case)	0	-
	• Sexual Harassment (Case)	0	-

No.	Indicator	2024 (by EGCO Equity)	Target
	<ul style="list-style-type: none"> <li>Non-sexual Harassment (Case)</li> </ul>	0	-
	<ul style="list-style-type: none"> <li>Health and Safety (Case)</li> </ul>	0	-
	<ul style="list-style-type: none"> <li>Other (Case)</li> </ul>	0	-
<b>Topic: Codes of Conduct Consequences of Breaches</b>			
<b>(GRI Standards: Anti-Corruption 2016, 205-3 Confirmed Incidents of Corruption and Actions Taken)</b>			
23	Consequences of breaches		
	<ul style="list-style-type: none"> <li>Verbal warnings (Case)</li> </ul>	0	-
	<ul style="list-style-type: none"> <li>Written warnings (Case)</li> </ul>	0	-
	<ul style="list-style-type: none"> <li>Contract terminations (Case)</li> </ul>	0	-
	<ul style="list-style-type: none"> <li>Pending investigations (Case)</li> </ul>	0	-
	<ul style="list-style-type: none"> <li>Other (Case)</li> </ul>	0	-
<b>Topic: Communication &amp; Training on Anti-Corruption</b>			
<b>(GRI Standards: Anti-Corruption 2016, 205-2 Communication and Training about Anti-Corruption Policies and Procedures)</b>			
24	Governance body members that the organization's anti-corruption policies and procedures have been communicated to (Person)	15	-
25	Governance body members that the organization's anti-corruption policies and procedures have been communicated to (%)	100	-
26	Governance body members that have received training on anti-corruption (Person)	4	-
27	Governance body members that have received training on anti-corruption (%)	26.67	-
28	Business partner that anti-corruption policies and procedures have been communicated to (%)	100	-
29	Employees that anti-corruption policies and procedures have been communicated to (Person)	1,247	-
30	Employees that anti-corruption policies and procedures have been communicated to (%)	100	-
31	Employees that have received training on anti-corruption (Person)	867	-
32	Employees that have received training on anti-corruption (%)	69.53	-
<b>Topic: Legal Actions for Anti-Competitive Behavior</b>			
<b>(GRI Standards: Anti-competitive Behavior 2016, 206-1 Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices)</b>			
33	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes (Case)	0	-



# Economic

No.	Indicator	2024 (by EGCO Equity)	Target
<b>Criteria: Economic Performance</b>			
<b>Topic: Economic Value Generated and Distributed <sup>(1)</sup></b>			
<b>(GRI Standards: Economic Performance 2016, 201–1 Direct Economic Value Generated and Distributed)</b>			
1	Reported revenues (THB)	52,152,090,580	-
2	Operating expense (THB)	-37,692,901,741	-
3	Operating costs (excluding employee remunerations) (THB)	-31,609,497,998	-
4	Total employee related expenses (salaries+benefits) (THB)	-2,471,187,327	-
5	Dividends paid to shareholders (THB)	-3,421,884,000	-
6	Return on Equity (ROE) (%)	5.18	-
7	Investment and financial expenses for lenders (THB)	-8,008,000,000	-
8	Tax paid to government and local authorities (THB)	-2,092,455,140	-
9	Payment for the Power Development Fund (THB)	-81,115,244	-
<b>Criteria: Policy Influence</b>			
<b>Topic: Contributions &amp; Other Spending</b>			
<b>(GRI Standards: Public Policy 2016, 415–1 Political Contributions)</b>			
10	Contributions in lobbying, interest representation or similar (THB)	0	-
11	Contributions in local, regional or national political campaigns/ organizations/ candidate (THB)	0	-
12	Contributions in trade association or tax exempt groups (THB)	1,173,821	-
13	Contributions in other (e.g. spending related to ballots measures or referendums) (THB)	0	-
14	Total contribution and other spending (THB)	1,173,821	-
15	Data coverage of total contribution and other spending (% of MWh)	100	-
<b>Topic: Largest Contributions &amp; Expenditures</b>			
<b>(GRI Standards: General Disclosures 2021, 2–28 Membership Associations)</b>			
	Largest expenditures organization/trade associations:		
16	Electricity Supply Industry Association of Thailand (TESIA) (THB)	200,000	-
17	Petroleum Institute of Thailand (THB)	N/A	-
18	Association of Private Power Producers (APPP) (THB)	40,000	-
19	Power Producer Industry Club (THB)	20,000	-
20	International Council on Large Electric System (CIGRE) (THB)	25,013	-
21	Thai Chamber of Commerce (THB)	17,000	-

No.	Indicator	2024 (by EGCO Equity)	Target
22	Federation of Thai Industries (FTI) (THB)	2,400	-
23	Federation of Thai Industries, (FTI) Rayong and Ratchaburi (THB)	45,500	
24	Thai Listed Companies Associations (THB)	25,000	
25	Thailand Environment Institutes & Energy Conservation Center (THB)	252,000	
26	Global Compact Network Association of Thailand (UNGC) (THB)	525,000	-
27	Thailand Biodiversity Network Alliance (B-DNA) (THB)	N/A	-
28	Promotion of technology and innovations regarding electricity generation and new energy (THB)	629,900	
29	Promotion and participation in Net Zero Network (THB)	285,013	
<b>Topic: Privacy Protection</b>			
30	Number of information security breaches or other cybersecurity incidents (Number)	0	-
31	Total amount of fines/penalties paid in relation to information security breaches or other cybersecurity incident (THB)	0	-
<b>(GRI Standards: Customer Privacy 2016, 418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data)</b>			
32	Number of complaints received from outside parties and substantiated by organization (Number)	0	-
33	Number of complaints from regulatory bodies (Number)	0	-
34	Number of information security breaches involving customers' personally identifiable information (Number)	0	-
35	Number of clients, customer affected by company's data breach (Number)	0	-
36	Number of employee affected by company's data breach (Number)	0	
<b>Topic: Customer Information Requests from Government</b>			
37	Publicly report on number of requests for customer information received from government or law enforcement agency (Number)	0	-
<b>Topic: Incidents of Non-compliance with Physical &amp; Cybersecurity Standards or Regulations</b>			
<b>(SASB Standards: IF-EU-550A.1 Number of Incidents of Non-compliance with Physical and/or Cybersecurity Standards or Regulations)</b>			
38	Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations (Number)	0	-
<b>Criteria: Innovation</b>			
<b>Topic: Innovation Project</b>			
39	New Business Project investment (Number)	N/A	-
<b>Criteria: Supply Chain Management</b>			
<b>Topic: Critical Supplier Identification</b>			
<b>(GRI Standards: General Disclosures 2021, 2-6 Activities, Value Chain and Other Business Relationships)</b>			
40	Total number of active tier 1 suppliers	1,048	-

No.	Indicator	2024 (by EGCO Equity)	Target
41	Number of Critical/Significant tier 1 suppliers	28	-
42	Share of total procurement spent on Critical/Significant tier 1 suppliers (% of total procurement spent)	95.00	-
43	Critical/ significant non-tier 1 suppliers (Number)	1	-
44	Total Critical/ significant tier 1 and non-tier 1 supplier (Number)	29	-
<b>Topic: Supplier Risk Management Measures</b>			
<b>(GRI Standards: General Disclosures 2021, 2-6 Activities, Value Chain and Other Business Relationships)</b>			
45	Number of critical/significant suppliers assessed via desk assessments/ on-site assessments	29	-
46	Percentage of critical/ significant suppliers assessed (%)	100	100.00
47	Percentage of current high risk suppliers where gaps have been identified with corrective action plans (%)	6	-
48	Number of suppliers assessed with substantial actual/ potential negative impacts (Number)	6	-
49	Percentage of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	100	-
50	Number of suppliers with substantial actual/potential negative impacts that were terminated (Number)	0	-
51	Number of suppliers supported in corrective action plan implementation (Number)	6	-
52	Percentage of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation (%)	100	100.00
<b>Topic: Local Procurement</b>			
53	Percentage of total spend on critical/significant suppliers in tier-1 (%)	95.00	-
<b>Topic: Supplier Management KPI</b>			
54	Meetings with suppliers (Times)	1	1
55	Critical suppliers acknowledge and consent to follow EGCO Group's Supplier Code of Conduct (%)	100	100.00
56	Critical suppliers completed self-assessment (%)	100	100.00
57	Complaints related to corruption from suppliers (Case)	0	0
58	Supplier Fatality Rate (% of total supplier)	0.00	0.00
59	Grievance from suppliers regarding violation against environmental laws (Case)	0	0
60	Total number of suppliers in capacity building programs	29	-
61	Percentage of significant suppliers in capacity building programs (%)	100	100.00
<b>Topic: Supplier Social and Environmental Assessment</b>			
<b>(GRI Standards: Supplier Social Assessment 2016, 414-1 New Suppliers that were Screened using Social Criteria)</b>			
<b>(GRI Standards: Supplier Environmental Assessment 2016, 308-1 New Suppliers that were Screened using Environmental Criteria)</b>			
62	Percentage of new suppliers that were screened using social and environmental criteria (%)	100	100.00

No.	Indicator	2024 (by EGCO Equity)	Target
<b>(GRI Standards: Supplier Social Assessment 2016, 414-2 Negative Social Impacts in the Supply Chain and Actions Taken)</b>			
63	Number of critical/significant suppliers assessed for social impacts (Number)	29	-
64	Percentage of critical/significant suppliers assessed for social impacts (%)	100	-
65	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment (%)	20.69	-
66	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment (%)	0	-
<b>(GRI Standards: Supplier Environmental Assessment 2016, 308-2 Negative Environmental Impacts in the Supply Chain and Actions Taken)</b>			
67	Number of critical/significant suppliers assessed for environmental impacts (Number)	29	-
68	Percentage of critical/significant suppliers assessed for environmental impacts (%)	100	-
69	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment (%)	20.69	-
70	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment (%)	0	-

**Remarks:**

(1) Financial Audited Data



# Environment <sup>(1)</sup>

No.	Indicator	2024 (by EGCO Equity)	Target
<b>Criteria: Operational Eco-Efficiency</b>			
<b>Topic: Energy Consumption</b>			
<b>(GRI Standards: Energy 2016, 302-1 Energy Consumption within the Organization)</b>			
1	<b>Non-renewable fuels (nuclear fuels, coal, oil, natural gas, etc) purchased and consumed* (A) (MWh)</b>	<b>64,151,116.36</b>	-
2	• Coal (GJ)	87,988,822.92	-
3	• Natural Gas (GJ)	142,573,927.74	-
4	• Others: Diesel, Gasoline (GJ)	381,268.25	-
5	<b>Non-renewable electricity purchased (B) (MWh)</b>	<b>28,019.66</b>	-
6	<b>Steam / heating / cooling and other energy (non-renewable) purchased (C) (MWh)</b>	<b>0.00</b>	-
7	<b>Total non-renewable energy (electricity, heating &amp; cooling) sold (E) (MWh)</b>	<b>29,783,348.72</b>	-
8	• Electricity (GJ)	100,961,955.62	-
9	• Steam (GJ)	6,258,099.78	-
10	<b>Total renewable energy (electricity, heating &amp; cooling) sold (MWh)</b>	<b>4,265,658.90</b>	-
11	• Electricity (GJ)	15,356,372.02	-
12	• Steam (GJ)	0.00	-
13	<b>Total non renewable energy consumption (A+B+C-E) (MWh)</b>	<b>34,395,787.30</b>	-
14	<b>Total renewable energy consumption (MWh)</b>	<b>6,893.83</b>	-
15	<b>Total Energy Consumption (GJ)</b>	<b>123,824,834.28</b>	-
<b>(GRI Standards: Energy 2016, 302-3 Energy Intensity)</b>			
16	Energy Intensity (GJ/MWh)	3.12	-
<b>Topic: Water Withdrawal</b>			
<b>(GRI Standards: Water and Effluents 2018, 303-3 Water Withdrawal)</b>			
17	<b>Withdrawal: Total municipal water suppliers (or from other water utilities) (A) (Megaliters (ML))</b>	<b>7,157.81</b>	-
18	• Fresh water ( $\leq 1,000$ mg/L TDS) (Megaliters (ML))	7,157.81	-
19	• Other water ( $> 1,000$ mg/L TDS) (Megaliters (ML))	0.00	-
20	<b>Withdrawal: Fresh surface water (lakes, rivers, etc.) excluding seawater (B) (Megaliters (ML))</b>	<b>4,415,723.28</b>	-
21	• Fresh water ( $\leq 1,000$ mg/L TDS) (Megaliters (ML))	4,415,723.28	-
22	• Other water ( $> 1,000$ mg/L TDS) (Megaliters (ML))	0.00	-
23	<b>Withdrawal: Fresh groundwater (C) (Megaliters (ML))</b>	<b>38.13</b>	-
24	• Fresh water ( $\leq 1,000$ mg/L TDS) (Megaliters (ML))	38.13	-

No.	Indicator	2024 (by EGCO Equity)	Target
25	• Other water (>1,000 mg/L TDS) (Megaliters (ML))	0.00	-
26	<b>Withdrawal: Seawater (Megaliters (ML))</b>	<b>2,350,471.76</b>	-
27	• Fresh water (≤1,000 mg/L TDS) (Megaliters (ML))	0.00	-
28	• Other water (>1,000 mg/L TDS) (Megaliters (ML))	2,350,471.76	-
29	<b>Total water withdrawal from all areas (A+B+C+Seawater) (Megaliters (ML))</b>	<b>6,773,390.98</b>	-
30	Total water withdrawal from water stress areas (Megaliters (ML))	0.00	-
31	<b>Recycled water (Megaliters (ML))</b>	<b>1,387.71</b>	-
<b>Topic: Water Discharge</b>			
<b>(GRI Standards: Water and Effluents 2018, 303-4 Water Discharge)</b>			
32	Discharge: Surface water (Megaliters (ML))	4,062,134.49	
33	Discharge: Fresh groundwater (Megaliters (ML))	0.00	
34	Discharge: Seawater (Megaliters (ML))	2,350,614.79	
35	Discharge: Third - party water (Megaliters (ML))	625.15	
36	Discharge by water type: • Fresh water (≤1,000 mg/L TDS) (Megaliters (ML))	4,062,134.49	
37	Discharge by water type: • Other water (>1,000 mg/L TDS) (Megaliters (ML))	2,350,614.79	
38	Total water discharge to all areas (Megaliters (ML))	6,413,374.43	
39	Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted (only applies to fresh surface water and fresh groundwater) (D) (Megaliters (ML))	4,062,134.49	
<b>Topic: Water Consumption</b>			
<b>(GRI Standards: Water and Effluents 2018, 303-5 Water Consumption)</b>			
40	Water consumption (Megaliters (ML))	12,134.52	-
41	Total net freshwater consumption (A+B+C-D) (Megaliters (ML))	12,902.70	
<b>Topic: Direct Greenhouse Gas Emissions (Scope 1)</b>			
<b>(GRI Standards: Emissions 2016, 305-1 Direct (Scope 1) GHG emissions)</b>			
42	Total direct GHG emissions (scope 1) (Metric tonnes CO <sub>2</sub> equivalent)	16,272,829.39	
<b>(GRI Standards: Emissions 2016, 305-4 GHG Emissions intensity )</b>			
43	Direct GHG emissions (scope 1) intensity (Ton CO <sub>2</sub> eq/Mwh)	0.46	
<b>Topic: Indirect Greenhouse Gas Emissions (Scope 2)</b>			
<b>(GRI Standards: Emissions 2016, 305-2 Energy indirect (Scope 2) GHG emissions)</b>			
44	Total indirect GHG emissions (scope 2) (Metric tonnes CO <sub>2</sub> equivalent)	19,156.00	
45	Location-based (Metric tonnes CO <sub>2</sub> equivalent)	19,156.00	
46	Market-based (Metric tonnes CO <sub>2</sub> equivalent)	19,156.00	

No.	Indicator	2024 (by EGCO Equity)	Target
<b>(GRI Standards: Emissions 2016, 305-4 GHG Emissions intensity)</b>			
47	Direct GHG emissions (scope 2) intensity (Ton CO <sub>2</sub> eq/Mwh)	0.0005	-
<b>Topic: Greenhouse Gas Emissions (Scope 3) <sup>(2)</sup></b>			
<b>(GRI Standards: Emissions 2016, 305-3 Other Indirect (Scope 3) GHG emissions)</b>			
48	Total scope 3 GHG Emissions (Metric tonnes CO <sub>2</sub> equivalent)	900,205.77	
49	Scope 3 Category 1: Purchased goods and Services (Metric tonnes CO <sub>2</sub> equivalent)	9,566.89	-
50	Scope 3 Category 2: Capital Goods (Metric tonnes CO <sub>2</sub> equivalent)	433.93	-
51	Scope 3 Category 3: Fuel-and-energy-related- activities (not included in Scope 1 or 2) (Metric tonnes CO <sub>2</sub> equivalent)	872,049.66	-
52	Scope 3 Category 4: Upstream transportation and distribution (Metric tonnes CO <sub>2</sub> equivalent)	N/A	-
53	Scope 3 Category 5: Waste generated in operations (Metric tonnes CO <sub>2</sub> equivalent)	495.17	-
54	Scope 3 Category 6: Business travel (Metric tonnes CO <sub>2</sub> equivalent)	494.65	-
55	Scope 3 Category 7: Employee commuting (Metric tonnes CO <sub>2</sub> equivalent)	1,566.46	-
56	Scope 3 Category 8: Upstream leased assets (Metric tonnes CO <sub>2</sub> equivalent)	0.00	-
57	Scope 3 Category 9: Downstream transportation and distribution (Metric tonnes CO <sub>2</sub> equivalent)	N/A	-
58	Scope 3 Category 10: Processing of sold products (Metric tonnes CO <sub>2</sub> equivalent)	N/A	-
59	Scope 3 Category 11: Use of sold products (Metric tonnes CO <sub>2</sub> equivalent)	N/A	-
60	Scope 3 Category 12: End of life treatment of sold products (Metric tonnes CO <sub>2</sub> equivalent)	N/A	-
61	Scope 3 Category 13: Downstream leased assets (Metric tonnes CO <sub>2</sub> equivalent)	0.00	-
62	Scope 3 Category 14: Franchises (Metric tonnes CO <sub>2</sub> equivalent)	N/A	-
63	Scope 3 Category 15: Investments (Metric tonnes CO <sub>2</sub> equivalent)	N/A	-
<b>Topic: Greenhouse Gas Emissions Reduction</b>			
<b>(GRI Standards: Emissions 2016, 305-5 Reduction of GHG emissions)</b>			
64	GHG emissions reduced (Metric tonnes CO <sub>2</sub> equivalent)	2,177,370.00	-
<b>Topic: NOx Emissions</b>			
<b>(GRI Standards: Emissions 2016, 305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions)</b>			
65	NOx emissions* (Metric tonnes)	13,412	
66	NOx emissions intensity (Metric tonnes/Mwh)	0.00038	
<b>Topic: SOx Emissions</b>			
<b>(GRI Standards: Emissions 2016, 305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions)</b>			
67	SOx emissions* (Metric tonnes)	15,702	
68	SOx emissions intensity (Metric tonnes/Mwh)	0.00045	

No.	Indicator	2024 (by EGCO Equity)	Target
<b>Topic: Direct Mercury Emissions</b>			
<b>(GRI Standards: Emissions 2016, 305–7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions)</b>			
69	Direct mercury emissions (Metric tonnes)	0.15	
<b>Topic: Dust Emissions</b>			
<b>(GRI Standards: Emissions 2016, 305–7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions)</b>			
70	Dust emissions (Metric tonnes)	1,034	
71	Dust emissions intensity (Metric tonnes/Mwh)	0.00003	
<b>Topic: SF6 Emissions</b>			
<b>(GRI Standards: Emissions 2016, 305–7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions)</b>			
72	SF6 emissions (Metric tonnes)	0.03	0.00
<b>Topic: Non-hazardous Waste: Generation</b>			
<b>(GRI Standards: Waste 2020, 306–3 Waste Generated)</b>			
73	Total non-hazardous waste generated not including Ash (Metric tonnes)	2,629.25	-
74	Total waste recycled/ reused (Metric tonnes)	877.52	-
75	Total waste disposed (Metric tonnes)	1,751.73	
76	• Landfilled (Metric tonnes)	1,196.64	-
77	• Incinerated with energy recovery (Metric tonnes)	90.00	-
78	• Incinerated without energy recovery (Metric tonnes)	42.41	-
79	• Otherwise disposed (Onsite Storage, Sold, and Organic Sewage) (Metric tonnes)	309.11	-
80	• Unknown disposal method (Metric tonnes)	113.57	-
<b>Topic: Non-hazardous Waste (Onsite): Disposal</b>			
<b>(GRI Standards: Waste 2020, 306–4 Waste Diverted from Disposal)</b>			
81	Total non-hazardous diverted from disposal (used/recycled/sold) (Metric tonnes)	20.45	-
82	• Reuse (Metric tonnes)	0.00	-
83	• Recycling (Metric tonnes)	18.66	-
84	• Other recovery operations (sold) (Metric tonnes)	1.79	-
<b>(GRI Standards: Waste 2020, 306–5 Waste Diverted from Disposal)</b>			
85	Total non-hazardous waste directed to disposal (landfill/incineration without heat recovery) (Metric tonnes)	100.77	-
86	• Landfilled (Metric tonnes)	93.94	-
87	• Incinerated with energy recovery (Metric tonnes)	0.00	-
88	• Incinerated without energy recovery (Metric tonnes)	4.79	-
89	• Otherwise disposed (Onsite Storage) (Metric tonnes)	1.79	-
90	• Unknown disposal method (Metric tonnes)	0.25	-



No.	Indicator	2024 (by EGCO Equity)	Target
<b>Topic: Non-hazardous Waste (Offsite): Disposal</b>			
<b>(GRI Standards: Waste 2020, 306-4 Waste Diverted from Disposal)</b>			
91	Total non-hazardous diverted from disposal (used/recycled/sold) (Metric tonnes)	1,163.26	-
92	• Reuse (Metric tonnes)	1.97	-
93	• Recycling (Metric tonnes)	856.89	-
94	• Other recovery operations (sold) (Metric tonnes)	304.40	-
<b>(GRI Standards: Waste 2020, 306-5 Waste Diverted to Disposal)</b>			
95	Total non-hazardous waste directed to disposal (landfill/incineration without heat recovery) (Metric tonnes)	1,344.77	-
96	• Landfilled (Metric tonnes)	1,102.70	-
97	• Incinerated with energy recovery (Metric tonnes)	90.00	-
98	• Incinerated without energy recovery (Metric tonnes)	37.62	-
99	• Otherwise disposed (organic sewage) (Metric tonnes)	1.13	-
100	• Unknown disposal method (Metric tonnes)	113.32	-
<b>Topic: Hazardous Waste: Generation</b>			
<b>(GRI Standards: Waste 2020, 306-3 Waste Generated)</b>			
101	Total hazardous waste generated* (Metric tonnes)	354.14	-
102	Total hazardous waste recycled/reused (Metric tonnes)	75.65	-
103	Total hazardous waste disposed (Metric tonnes)	264.64	-
104	• Landfilled (Metric tonnes)	128.58	-
105	• Incinerated with energy recovery (Metric tonnes)	82.16	-
106	• Incinerated without energy recovery (Metric tonnes)	49.94	-
107	• Otherwise disposed (Deep Well Injection, Onsite Storage, and Sold) (Metric tonnes)	17.11	-
108	• Unknown disposal method (Metric tonnes)	0.46	-
<b>Topic: Hazardous Waste (Onsite): Disposal</b>			
<b>(GRI Standards: Waste 2020, 306-4 Waste Diverted from Disposal)</b>			
109	Total hazardous diverted from disposal (used/recycled/sold) (Metric tonnes)	0.28	-
110	• Reuse (Metric tonnes)	0.00	-
111	• Recycling (Metric tonnes)	0.04	-
112	• Other recovery operations (onsite storage) (Metric tonnes)	0.24	-
<b>(GRI Standards: Waste 2020, 306-5 Waste Diverted from Disposal)</b>			
113	Total hazardous waste directed to disposal (landfill/incineration without heat recovery) (Metric tonnes)	15.75	-
114	• Landfilled (Metric tonnes)	14.33	-
115	• Incinerated with energy recovery (Metric tonnes)	0.82	-
116	• Incinerated without energy recovery (Metric tonnes)	0.11	-

No.	Indicator	2024 (by EGCO Equity)	Target
117	• Otherwise disposed (Onsite Storage) (Metric tonnes)	0.03	-
118	• Unknown disposal method (Metric tonnes)	0.46	-
<b>Topic: Hazardous Waste (Offsite): Disposal</b>			
<b>(GRI Standards: Waste 2020, 306-4 Waste Diverted from Disposal)</b>			
119	Total hazardous diverted from disposal (used/recycled/sold) (Metric tonnes)	89.22	-
120	• Reuse (Metric tonnes)	0.50	-
121	• Recycling (Metric tonnes)	75.11	-
122	• Other recovery operations (sold) (Metric tonnes)	13.61	-
<b>(GRI Standards: Waste 2020, 306-5 Waste Diverted from Disposal)</b>			
123	Total hazardous waste directed to disposal (landfill/incineration without heat recovery) (Metric tonnes)	248.89	-
124	• Landfilled (Metric tonnes)	114.25	-
125	• Incinerated with energy recovery (Metric tonnes)	81.34	-
126	• Incinerated without energy recovery (Metric tonnes)	49.83	-
127	• Otherwise disposed (Deep Well Injection) (Metric tonnes)	3.47	-
128	• Unknown disposal method (Metric tonnes)	0.00	-
<b>Topic: Ash &amp; Gypsum Waste</b>			
<b>(GRI Standards: Waste 2020, 306-3 Waste Generated)</b>			
129	Total ash and gypsum waste generated (Metric tonnes)	385,395.29	-
<b>(GRI Standards: Waste 2020, 306-4 Waste Diverted from Disposal)</b>			
130	Total ash and gypsum waste composted, reused, recycled, or recovered (Metric tonnes)	328,017.00	-
131	Total ash and gypsum waste composted, reused, recycled, or recovered (%)	85.00%	-
132	• Donated (Metric tonnes)	1,145.00	-
133	• Other recovery operations including sold (Metric tonnes)	307,575.00	-
<b>(GRI Standards: Waste 2020, 306-5 Waste Diverted from Disposal)</b>			
134	Total ash and gypsum waste landfilled (Metric tonnes)	57,378.21	-
<b>Topic: Significant Spills</b>			
<b>(GRI Standards: Effluents and Waste 2016, 306-3 Significant Spills)</b>			
135	Number of significant spills (Number)	1	-
136	Total volume of significant spills (Liters)	320	-
<b>Topic: Operational Eco-efficiency Reporting Coverage</b>			
137	Data Coverage (% of Revenue)	100	-

**Environment Remarks:**

- (1) Environmental data coverage for 2024 is based on EGCO Group's Power Plants which its operation more than 1 year.
- (2) GHG Scope 3 data coverage EGCO HQ and subsidiary power plants.

# Social <sup>(1)</sup>

No.	Indicator	2024 (by EGCO Equity)	Target
<b>Criteria: Occupational Health &amp; Safety</b>			
<b>Topic: Occupational Health and Management System</b>			
<b>(GRI Standards: Occupational Health and Safety 2018, 403-8 Workers Covered by an Occupational Health and Safety Management System)</b>			
1	Percentage of employees and non-employee workers covered by occupational health and management system (%)	100	-
2	Percentage of employees and non-employee workers covered by occupational health and management system that has been internally audited (%)	100	-
3	Percentage of employees and non-employee workers covered by occupational health and management system that has been audited or certified by an external party (%)	100	-
<b>Topic: Fatalities</b>			
<b>(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-related Injuries)</b>			
4	Fatalities Employees (Person)	0	0
5	Fatalities Contractors (Person)	0	0
6	Rate of Fatality (n/million hours worked)	0.00	0
<b>Topic: Lost-Time Injury Frequency Rate (LTIFR) - Employees</b>			
<b>(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-related Injuries)</b>			
7	LTIFR Employees (n/million hours worked)	0.24	0
<b>Topic: Lost-Time Injury Frequency Rate (LTIFR) - Contractors</b>			
<b>(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-related Injuries)</b>			
8	LTIFR Contractors (n/million hours worked)	0.34	0
<b>Topic: High-consequence Work-related injuries</b>			
<b>(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-related Injuries)</b>			
9	High-consequence work-related injury Employees (Case)	0	-
10	High-consequence work-related injury Contractors (Case)	0	-
11	Rate of high-consequence work-related injury (n/million hours worked)	0.00	-
<b>Topic: Recordable Work-related injury</b>			
<b>(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-related Injuries)</b>			
12	Recordable work-related injury Employees (Case)	5	-
13	Recordable work-related injury Contractors (Case)	5	-
14	Rate of recordable work-related injury (n/million hours worked)	0.15	-
<b>Topic: Injury Frequency Rate</b>			
<b>(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-related Injuries)</b>			
15	Injury Frequency Rate (IFR) Employees (n/million hours worked)	1.22	-
16	Injury Frequency Rate (IFR) Contractors (n/million hours worked)	0.57	-

No.	Indicator	2024 (by EGCO Equity)	Target
<b>Topic: Injury Severity Rate</b>			
<b>(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-related Injuries)</b>			
17	Injury Severity Rate (ISR) Employees (days/million hours worked)	0.00	-
18	Injury Severity Rate (ISR) Contractors (days/million hours worked)	10.04	-
<b>Topic: Lost-Time Injury Rate (LTIR)</b>			
<b>(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-related Injuries)</b>			
19	LTIR Employees (n/million hours worked)	0.24	-
20	LTIR Contractors (n/million hours worked)	0.34	-
<b>Topic: Days Away/Restricted or Transfer Rate (DART)</b>			
<b>(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-related Injuries)</b>			
21	DART Employees (n/200,000 hours worked)	0.05	-
22	DART Contractors (n/200,000 hours worked)	0.07	-
<b>Topic: Lost Workday Rate (LWR)</b>			
<b>(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-related Injuries)</b>			
23	Lost Workday Rate Employees (n/200,000 hours worked)	0.00	-
24	Lost Workday Rate Contractors (n/200,000 hours worked)	2.01	-
<b>Topic: Occupational Health &amp; Safety Reporting Coverage</b>			
25	Data Coverage (% of MWh)	100	-
26	Denominator (MWh)	31,500,222	-
<b>Criteria: Corporate Citizenship &amp; Philanthropy</b>			
<b>Topic: Philanthropic Contributions</b>			
<b>(GRI Standards: Economic Performance 2016, 201-1 Direct Economic Value Generated and Distributed)</b>			
27	Cash contributions (THB)	393,241,526	-
28	Time: employee volunteering during paid hours (THB)	7,989,974	-
29	In-kind giving: products or services donations, projects/ partnership or similar (THB)	6,246,767	-
30	Management Overheads (THB)	25,540,249	-
<b>Topic: Type of Philanthropic Activities</b>			
<b>(GRI Standards: Economic Performance 2016, 201-1 Direct Economic Value Generated and Distributed)</b>			
31	Charitable Donations (%)	10.50	-
32	Community Investments (%)	62.21	-
33	Commercial Initiatives (%)	27.29	-
<b>Criteria: Human Rights</b>			
<b>Topic: Security Practices</b>			
<b>(GRI Standards: Security Practices 2016, 410-1 Security Personnel Trained in Human Rights Policies or Procedures)</b>			
34	Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security (%)	100	100.00



No.	Indicator	2024 (by EGCO Equity)	Target
<b>Topic: Rights of Indigenous Peoples</b>			
<b>(GRI Standards: Rights of Indigenous Peoples 2016, 411-1 Incidents of Violations Involving Rights of Indigenous Peoples)</b>			
35	Incidents of violations involving rights of indigenous peoples (Case)	0	0
<b>Criteria: Community Engagement</b>			
<b>Topic: Local Communities</b>			
<b>(GRI Standards: Local Communities 2016, 413-1 Operations with Local Community Engagement, Impact Assessments, and Development Programs)</b>			
36	Percentage of operations with implemented local community engagement (%)	100	100.00
<b>Topic: Local Communities</b>			
37	Hours of employee participation in company level activities for society (Hours)	3,293	-
38	Hours of employee participation in local community development activities around the power plant areas (Hours)	7,490	-
<b>Topic: Socioeconomic Compliance</b>			
<b>(GRI Standards: Compliance with Laws and Regulations 2021, Disclosure 2-27)</b>			
39	Significant instances of non-compliance with laws and regulations in the social and economic area (Case)	0	-
40	• Monetary sanctions (Case)	0	-
41	• Non-monetary sanctions (Case)	0	-
42	Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area (Total monetary value of significant fines)	0	-
43	Number of grievances from the local communities around power plants (Number)	0	0
<b>Criteria: Customer Relationship Management</b>			
<b>Topic: Customer Satisfaction Measurement</b>			
<b>(GRI Standards: G4-PR5 Customer Satisfaction Survey Results Reported for Organization)</b>			
44	Satisfied customers (% of satisfied customers out of total numbers of customers responding to survey)	97.75	95.00
45	Data coverage (% of revenue)	100	-
<b>Criteria: Privacy Protection &amp; Cybersecurity</b>			
<b>Topic: Customer Privacy Information</b>			
46	Percentage of user's customer data is used for secondary (internal/commercial) purpose (%)	0.00	-
47	Percentage of customers had opt-in option in their standard contract (%)	100	-

**Social Remarks:**

(1) Social data coverage for 2024 is based on EGCO Group's Power Plants which its operation more than 1 year.

# Human Resource

No.	Indicator	2024 (by EGCO Equity)	Target
<b>Criteria: Total Employees</b>			
<b>Topic: Total Employees By Gender and Nationality</b>			
<b>(GRI Standards: General Disclosures 2021, 2-7 Employees) <sup>(10)</sup></b>			
<b>Total employees (Person)</b>		<b>1,247</b>	-
1	Thai (Person)	901	-
	• Male (Person)	634	-
	• Female (Person)	267	-
2	Filipino (Person)	343	-
	• Male (Person)	283	-
	• Female (Person)	60	-
3	American (Person)	3	-
	• Male (Person)	3	-
	• Female (Person)	0	-
<b>Permanent employees (Person)</b>		<b>1,234</b>	-
4	Thai (Person)	901	-
	• Male (Person)	634	-
	• Female (Person)	267	-
5	Filipino (Person)	330	-
	• Male (Person)	275	-
	• Female (Person)	55	-
6	American (Person)	3	-
	• Male (Person)	3	-
	• Female (Person)	0	-
<b>Temporary employees (Person)</b>		<b>13</b>	-
7	Thai (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
8	Filipino (Person)	13	-
	• Male (Person)	8	-
	• Female (Person)	5	-
9	American (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-

No.	Indicator	2024 (by EGCO Equity)	Target
<b>Non-guaranteed hours employees (Person)</b>		<b>0</b>	
10	Thai (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
11	Filipino (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
12	American (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
<b>Full-time employees (Person)</b>		<b>1,201</b>	
13	Thai (Person)	901	-
	• Male (Person)	634	-
	• Female (Person)	267	-
14	Filipino (Person)	297	-
	• Male (Person)	259	-
	• Female (Person)	38	-
15	American (Person)	3	-
	• Male (Person)	3	-
	• Female (Person)	0	-
<b>Part-time employees (Person)</b>		<b>0</b>	
16	Thai (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
17	Filipino (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
18	American (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
<b>Topic: Workers Who Are Not Employees</b>			
<b>(GRI Standards: General Disclosures 2021, 2-8 Workers Who are not Employees)</b>			
19	Outsourced Workers (Person) <sup>(11)</sup>	285	-

No.	Indicator	2024 (by EGCO Equity)	Target
<b>Topic: Total Employees By Employee Level (Permanent Employee Only)</b>			
<b>(GRI Standards: Diversity and Equal Opportunity 2016, 405-1 Diversity of Governance Bodies and Employees)</b>			
20	<b>Executives (Person)</b>	<b>21</b>	-
	• Male (Person)	14	-
	• Female (Person)	7	-
	• Male (%)	66.67	-
	• Female (%)	33.33	-
21	<b>Middle Management (Person)</b>	<b>77</b>	-
	• Male (Person)	47	-
	• Female (Person)	30	-
	• Male (%)	61.04	-
	• Female (%)	38.96	-
22	<b>First-level Management (Person)</b>	<b>172</b>	-
	• Male (Person)	105	-
	• Female (Person)	67	-
	• Male (%)	61.05	-
	• Female (%)	38.95	-
23	<b>Employee (Non-management level)</b>	<b>977</b>	-
	• Male (Person)	754	-
	• Female (Person)	223	-
	• Male (%)	77.18	-
	• Female (%)	22.82	-
<b>Criteria: Workforce Diversity</b>			
<b>Topic: Workforce Breakdown By Age</b>			
<b>(GRI Standards: Diversity and Equal Opportunity 2016, 405-1 Diversity of Governance Bodies and Employees)</b>			
24	<b>Share of employee age &lt;30 years</b>		
	• Person	206	-
	• % of FTEs	16.52	-
25	<b>Share of employee age between 30-50 years</b>		
	• Person	749	-
	• % of FTEs	60.06	-
26	<b>Share of employee age &gt;50 years</b>		
	• Person	292	-
	• % of FTEs	23.42	-
<b>Topic: Workforce Breakdown By Gender</b>			
<b>(GRI Standards: Diversity and Equal Opportunity 2016, 405-1 Diversity of Governance Bodies and Employees)</b>			
27	<b>Share of women in total workforce (% of total workforce)</b>	26.22%	30.00% by 2025
28	<b>Share of women in all management position (junior, middle, and senior management) (% of total management workforce)</b>	38.52%	40.00% by 2025



No.	Indicator	2024 (by EGCO Equity)	Target
29	Share of women in junior management positions i.e. first level of management (% of total management junior management positions)	38.95%	50.00% by 2025
30	Share of women in top management positions, i.e. maximum two levels away from CEO (% of total top management positions)	33.33%	30.00% by 2025
31	Share of women in management positions in revenue-generating functions (excluding support function) (% of all such managers)	19.26%	30.00% by 2025
32	Share of women in STEM-related positions (% of total STEM positions)	36.33%	50.00% by 2025
<b>Topic: Workforce Ethnicity</b>			
<b>(GRI Standards: Diversity and Equal Opportunity 2016, 405-1 Diversity of Governance Bodies and Employees)</b>			
33	Share of employee workforces: Nationality (Thai)		
	• Person	901	-
	• % of total workforce	72.25%	-
34	Share of employee workforces: Nationality (Filipino)		
	• Person	343	-
	• % of total workforce	27.51%	-
35	Share of employee workforces: Nationality (American)		
	• Person	3	-
	• % of total workforce	0.24%	-
36	Share of all management employees: Nationality (Thai)		
	• Person	187	-
	• % of total management workforce	84.23%	-
37	Share of all management employees: Nationality (Filipino)		
	• Person	32	-
	• % of total management workforce	14.41%	-
38	Share of all management employees: Nationality (American)		
	• Person	3	-
	• % of total management workforce	1.35%	-
<b>Topic: Workforce Breakdown By Religion</b>			
<b>(GRI Standards: Diversity and Equal Opportunity 2016, 405-1 Diversity of Governance Bodies and Employees)</b>			
39	Share of employee workforces: Religious (Buddhism)		
	• Person	N/A	-
	• % of total workforce	N/A	-
40	Share of employee workforces: Religious (Christian)		
	• Person	N/A	-
	• % of total workforce	N/A	-
41	Share of employee workforces: Religious (Muslim)		
	• Person	N/A	-
	• % of total workforce	N/A	-
42	Share of all management employees: Religious (Buddhism)		
	• Person	N/A	-
	• % of total management workforce	N/A	-

No.	Indicator	2024 (by EGCO Equity)	Target
43	<b>Share of all management employees: Religious (Christian)</b>		
	• Person	N/A	-
	• % of total management workforce	N/A	-
44	<b>Share of all management employees: Religious (Muslim)</b>		
	• Person	N/A	-
	• % of total management workforce	N/A	-
<b>Topic: Workforce Breakdown By Language</b>			
<b>(GRI Standards: Diversity and Equal Opportunity 2016, 405-1 Diversity of Governance Bodies and Employees)</b>			
45	<b>Share of employee workforces: Language (Central Thai)</b>		
	• Person	684	-
	• % of total workforce	54.85%	-
46	<b>Share of employee workforces: Language (Thai Isan)</b>		
	• Person	123	-
	• % of total workforce	9.86%	-
47	<b>Share of employee workforces: Language (Thai Pak Dai)</b>		
	• Person	94	-
	• % of total workforce	7.54%	-
48	<b>Share of all management employees: Language (Central Thai)</b>		
	• Person	163	-
	• % of total management workforce	73.42%	-
49	<b>Share of all management employees: Language (Thai Isan)</b>		
	• Person	2	-
	• % of total management workforce	0.90%	-
50	<b>Share of all management employees: Language (Pak Dai)</b>		
	• Person	22	-
	• % of total management workforce	9.91%	-
51	<b>Share of all management employees: Language (Not identified)</b>		
	• Person	35	-
	• % of total management workforce	15.77%	-
<b>Topic: Workforce Breakdown By Other Minorities</b>			
<b>(GRI Standards: Diversity and Equal Opportunity 2016, 405-1 Diversity of Governance Bodies and Employees)</b>			
52	<b>Share of people with disability (% of FTEs)</b>	0.00	-
53	<b>Share of LGBTQI+ (% of FTEs)</b>	0.00	-
54	<b>Share of employee on other minority: parental status (% of FTEs at EGCO)</b>	6.01	-
<b>Criteria: Basic Salary and Remuneration Only EGCO/EGCO plus</b>			
<b>Topic: Basic Salary and Remuneration by Level and Gender</b>			
<b>(GRI Standards: Diversity and Equal Opportunity 2016, 405-2 Ratio of Basic Salary and Remuneration of Women and Men)</b>			
55	<b>Level 9-13 average pay <sup>(12)</sup></b>		
	• Average male salary (THB)	812,903	-
	• Average female salary (THB)	330,939	-

No.	Indicator	2024 (by EGCO Equity)	Target
56	<b>Level 9-13 salary + other cash incentives <sup>(12)</sup></b>		
	• Average male salary + other cash incentives (THB)	1,226,314	-
	• Average female salary + other cash incentives (THB)	590,838	-
57	<b>Level 7-8 average pay <sup>(12)</sup></b>		
	• Average male salary (THB)	192,666	-
	• Average female salary (THB)	195,667	-
58	<b>Level 7-8 salary + other cash incentives <sup>(12)</sup></b>		
	• Average male salary + other cash incentives (THB)	363,153	-
	• Average female salary + other cash incentives (THB)	399,786	-
59	<b>Level 1-6 average pay <sup>(12)</sup></b>		
	• Average male salary (THB)	86,720	-
	• Average female salary (THB)	81,176	-
<b>Criteria: Management Pay Indicators</b>			
<b>Topic: Management Compensation</b>			
60	<b>Executive(s) Annual salary (THB)</b>	98,161,090	-
61	<b>Executive(s) Bonus (THB)</b>	30,728,568	-
62	<b>Executive(s) Provident fund (THB)</b>	7,883,533	-
<b>Topic: Management Ownership</b>			
63	<b>Chief Executive Officer owning company shares (Multiple of base salary)</b>	N/A	-
64	<b>Average across other executive committee members owning company shares (Multiple of base salary)</b>	N/A	-
<b>Topic: Annual Total Compensation Ratio</b>			
<b>(GRI Standards: General Disclosures 2021, 2-21 Annual Total Compensation Ratio)</b>			
65	<b>Ratio of the annual total compensation for the CEO to the mean annual total compensation for all employees (excluding the highest-paid individual)</b>	1.19	-
<b>Topic: Mean Employee Compensation</b>			
66	<b>Mean annual compensation of all employees, except the Chief Executive Officer</b>	14,571,479	-
<b>Criteria: New Employee Hiring</b>			
<b>Topic: New Employee Hires</b>			
<b>(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)</b>			
67	<b>Total new employee hires (Person)</b>	70	-
	• Male (Person)	43	-
	• Female (Person)	27	-
68	<b>Total new employee hire rate (%)</b>	5.61%	-
	• Male (%)	3.45%	-
	• Female (%)	2.17%	-
<b>Topic: New Employee Hires By Age</b>			
<b>(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)</b>			
69	<b>&lt;30 years (Person)</b>	46	-
70	<b>30 - 50 years (Person)</b>	22	-
71	<b>&gt;50 years (Person)</b>	2	-

No.	Indicator	2024 (by EGCO Equity)	Target
<b>Topic: New Employee Hires By Nationality</b>			
<b>(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)</b>			
72	<b>Thai</b>	63	
	• Male (Person)	41	-
	• Female (Person)	22	-
73	<b>Filipino</b>	6	
	• Male (Person)	2	-
	• Female (Person)	4	-
74	<b>American</b>	1	
	• Male (Person)	1	-
	• Female (Person)	0	-
<b>Topic: New Employees Hires By Employee Level</b>			
<b>(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)</b>			
75	<b>Executives</b>	2	
	• Male (Person)	1	-
	• Female (Person)	1	-
76	<b>Middle Management</b>	2	
	• Male (Person)	1	-
	• Female (Person)	1	-
77	<b>First-level Management</b>	3	
	• Male (Person)	1	-
	• Female (Person)	2	-
78	<b>Employee (Non-management level)</b>	63	
	• Male (Person)	41	-
	• Female (Person)	22	-
<b>Topic: New Employees Hires By Other Minorities</b>			
<b>(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)</b>			
79	<b>Employees with disability</b>	0	
	• Male (Person)	0	-
	• Female (Person)	0	-
<b>Topic: Average Hiring Cost</b>			
80	<b>Average hiring cost/FTE (THB/FTE)</b>	38,518	-
<b>Criteria: Internal Hiring (Open Positions Filled by Internal Candidates)</b>			
<b>Topic: Internal Hires</b>			
81	<b>Percentage of open positions filled by internal candidates (% of open positions)</b>	42.89	-

No.	Indicator	2024 (by EGCO Equity)	Target
<b>Topic: Internal Hires By Age</b>			
82	<b>&lt;30 years (Person)</b>	2	-
83	<b>30 - 50 years (Person)</b>	13	-
84	<b>&gt;50 years (Person)</b>	0	-
<b>Topic: Internal Hires By Nationality</b>			
85	<b>Thai</b>	10	
	• Male (Person)	9	-
	• Female (Person)	1	-
86	<b>Filipino</b>	5	
	• Male (Person)	4	-
	• Female (Person)	1	-
87	<b>American</b>	0	
	• Male (Person)	0	-
	• Female (Person)	0	-
<b>Topic: Internal Hires By Employee Level</b>			
88	<b>Executives</b>	0	
	• Male (Person)	0	-
	• Female (Person)	0	-
89	<b>Middle Management</b>	1	
	• Male (Person)	1	-
	• Female (Person)	0	-
90	<b>First-level Management</b>	4	
	• Male (Person)	4	-
	• Female (Person)	0	-
91	<b>Employee (Non-management level)</b>	10	
	• Male (Person)	8	-
	• Female (Person)	2	-
<b>Topic: Internal Hires By Other Minorities</b>			
92	<b>Employees with disability</b>	0	
	• Male (Person)	0	-
	• Female (Person)	0	-
<b>Criteria: Employee Turnover (*Service year more than 1 year)</b>			
<b>(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)</b>			
93	<b>Total employee turnover</b>	44	-
	• Male (Person)	32	-
	• Female (Person)	12	-
94	<b>Total employee turnover rate (%)</b>	3.53%	-

No.	Indicator	2024 (by EGCO Equity)	Target
95	<b>Voluntary employee turnover (Person)</b>	37	-
	• Male (Person)	27	-
	• Female (Person)	10	-
96	<b>Voluntary employee turnover rate (%)</b>	2.97%	-
<b>Topic: Employee Turnover By Age</b>			
<b>(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)</b>			
97	<b>&lt;30 years (Person)</b>	16	-
98	<b>30 - 50 years (Person)</b>	18	-
99	<b>&gt;50 years (Person)</b>	3	-
<b>Topic: Employee Turnover By Nationality</b>			
<b>(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)</b>			
100	<b>Thai</b>	30	-
	• Male (Person)	21	-
	• Female (Person)	9	-
101	<b>Filipino</b>	7	-
	• Male (Person)	6	-
	• Female (Person)	1	-
102	<b>American</b>	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
<b>Topic: Employee Turnover By Employee Level</b>			
<b>(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)</b>			
103	<b>Executives</b>	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
104	<b>Middle Management</b>	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
105	<b>First-level Management</b>	5	-
	• Male (Person)	4	-
	• Female (Person)	1	-
106	<b>Employee (Non-management level)</b>	33	-
	• Male (Person)	24	-
	• Female (Person)	9	-
<b>Topic: Employee Turnover By Other Minorities</b>			
<b>(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)</b>			
107	<b>Employees with disability</b>	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-

No.	Indicator	2024 (by EGCO Equity)	Target
<b>Topic: Parental Leave</b>			
<b>(GRI Standards: Employment 2016, 401-3 Parental leave)</b>			
108	<b>Employee taken parental leave (Person)</b>	45	-
	• Male (Person)	34	-
	• Female (Person)	11	-
109	<b>Employee returned to work after parental leave (Person)</b>	45	-
	• Male (Person)	34	-
	• Female (Person)	11	-
<b>Criteria: Employee Engagement only EGCO/EGCO Plus</b>			
110	<b>Trend of employee engagement (% of employees with top level of engagement)</b>	76.00	Short-term: 63% with in 2024 Long-term: >65% with in 2025
111	<b>Data coverage: Employees who responded to the survey</b>	92.73	-
<b>Topic: Employee Engagement By Age</b>			
112	<b>Less than 25 years (% of actively engaged employees)</b>	73.87	-
113	<b>25 to 34 years (% of actively engaged employees)</b>	75.32	-
114	<b>35 to 44 years (% of actively engaged employees)</b>	67.07	-
115	<b>45 - 54 years (% of actively engaged employees)</b>	67.19	-
116	<b>55 years and above (% of actively engaged employees)</b>	63.82	-
<b>Topic: Employee Engagement By Nationality</b>			
117	<b>Thai</b>		
	• Male (% of actively engaged employees)	37.32	-
	• Female (% of actively engaged employees)	62.68	-
<b>Topic: Employee Engagement By Employee Level</b>			
118	<b>Executives</b>	2.80	
	• Male (% of actively engaged employees)	3.36	-
	• Female (% of actively engaged employees)	2.24	-
119	<b>Middle Management</b>	8.02	
	• Male (% of actively engaged employees)	8.21	-
	• Female (% of actively engaged employees)	7.84	-
120	<b>First-level Management</b>	13.25	
	• Male (% of actively engaged employees)	9.33	-
	• Female (% of actively engaged employees)	17.16	-
121	<b>Employee (Non-management level)</b>	12.87	
	• Male (% of actively engaged employees)	16.42	-
	• Female (% of actively engaged employees)	9.33	-



No.	Indicator	2024 (by EGCO Equity)	Target
<b>Topic: Employee Engagement By Other Minorities</b>			
122	<b>Employees with disability</b>	0	
	• Male (% of actively engaged employees)	0	-
	• Female (% of actively engaged employees)	0	-
<b>Criteria: Human Capital Development</b>			
<b>Topic: Human Capital Return on Investment</b>			
123	<b>Human Capital Return on Investment: HCROI</b>	6.85	-
<b>Topic: Employee Training and Development Hours</b>			
124	<b>Average hours per FTE of training and development (Hours/ person)</b>	28	-
125	<b>Average hours per FTE of training and development (Hour/ person/ year)</b>	28	-
	• Male (Hour/ person/ year)	111	-
	• Female (Hour/ person/ year)	125	-
126	<b>Total training hours (Hour)</b>	23,446	-
	• Male (Hour)	17,894	-
	• Female (Hour)	10,362	-
<b>Topic: Employee Training and Development Hours By Types/Topics of Training</b>			
<b>(GRI Standards: Training and Education 2016, 404-1 Average Hours of Training Per Year Per Employee)</b>			
127	<b>Environmental, Health, and Safety (Hour/ person/ year)</b>	44	-
	Environmental, Health, and Safety (Hour)	4,745	-
128	<b>Code of Conduct (Hour/ person/ year)</b>	35	-
	Code of Conduct (Hour)	2,689	-
129	<b>Anti-Corruption (Hour/ person/ year)</b>	6	-
	Anti-Corruption (Hour)	867	-
130	<b>Information security/cybersecurity awareness training (Hour/ person/ year)</b>	3	-
	Information security/cybersecurity awareness training (Hour)	1,784	-
131	<b>Others (Hour/ person/ year)</b>	394	-
	Others (Hour)	16,872	-
<b>Topic: Employee Training and Development Hours By Age</b>			
<b>(GRI Standards: Training and Education 2016, 404-1 Average Hours of Training Per Year Per Employee)</b>			
132	<b>&lt;30 years (Hour/ person/ year)</b>	21	-
133	<b>30 - 50 years (Hour/ person/ year)</b>	30	-
134	<b>&gt;50 years (Hour/ person/ year)</b>	29	-
<b>Topic: Employee Training and Development Hours By Employee Level</b>			
<b>(GRI Standards: Training and Education 2016, 404-1 Average Hours of Training Per Year Per Employee)</b>			
135	<b>Executives (Hour/ person/ year)</b>	53	-
	• Male (Hour/ person/ year)	58	-
	• Female (Hour/ person/ year)	49	-

No.	Indicator	2024 (by EGCO Equity)	Target
136	<b>Executives (Hour)</b>	1,147	-
	• Male (Hour)	806	-
	• Female (Hour)	341	-
137	<b>Middle Management (Hour/ person/ year)</b>	113	-
	• Male (Hour/ person/ year)	101	-
	• Female (Hour/ person/ year)	126	-
138	<b>Middle Management (Hour)</b>	2,996	-
	• Male (Hour)	1,817	-
	• Female (Hour)	1,179	-
139	<b>First-level Management (Hour/ person/ year)</b>	118	-
	• Male (Hour/ person/ year)	114	-
	• Female (Hour/ person/ year)	123	-
140	<b>First-level Management (Hour)</b>	5,470	-
	• Male (Hour)	2,976	-
	• Female (Hour)	2,494	-
141	<b>Employee (Non-management level) (Hour/ person/ year)</b>	99	-
	• Male (Hour/ person/ year)	101	-
	• Female (Hour/ person/ year)	98	-
142	<b>Employee (Non-management level) (Hour)</b>	17,803	-
	• Male (Hour)	12,018	-
	• Female (Hour)	5,785	-
<b>Topic: Employee Training and Development Hours By Nationality</b>			
<b>(GRI Standards: Training and Education 2016, 404-1 Average Hours of Training Per Year Per Employee)</b>			
143	<b>Thai (Hour/ person/ year)</b>	98	-
	• Male (Hour/ person/ year)	90	-
	• Female (Hour/ person/ year)	116	-
144	<b>Filipino (Hour/ person/ year)</b>	18	-
	• Male (Hour/ person/ year)	26	-
	• Female (Hour/ person/ year)	41	-
145	<b>American (Hour/ person/ year)</b>	4	-
	• Male (Hour/ person/ year)	4	-
	• Female (Hour/ person/ year)	0	-
<b>Topic: Employee Training and Development Spent</b>			
146	<b>Average amount spent per FTE on training and development (Baht/ person/ year)</b>	35,439.47	-
147	<b>Average training cost of employees (Baht/ person/ year)</b>	247,987.70	-
	• Male (Baht/ person/ year)	391,751.79	-
	• Female (Baht/ person/ year)	104,223.62	-

No.	Indicator	2024 (by EGCO Equity)	Target
<b>Topic: Employee Training and Development Spent By Types/Topics of Training</b>			
148	<b>Environmental, Health, and Safety (Baht/ person/ year)</b>	154,243.42	-
149	<b>Code of Conduct (Baht/ person/ year)</b>	1,713.11	-
150	<b>Anti-Corruption (Baht/ person/ year)</b>	58,004.80	-
151	<b>Information security/cybersecurity awareness training (Baht/ person/ year)</b>	606.79	-
152	<b>Others (Baht/ person/ year)</b>	396,614.34	-
<b>Topic: Employee Training and Development Spent By Age</b>			
153	<b>&lt;30 years (Baht/ person/ year)</b>	7,698.40	-
154	<b>30 - 50 years (Baht/ person/ year)</b>	627,551.41	-
155	<b>&gt;50 years (Baht/ person/ year)</b>	23,612.19	-
<b>Topic: Employee Training and Development Spent By Employee Level</b>			
156	<b>Executives (Baht/ person/ year)</b>	81,053.93	-
	• Male (Baht/ person/ year)	50,722.90	-
	• Female (Baht/ person/ year)	130,376.58	-
157	<b>Middle Management (Baht/ person/ year)</b>	239,984.35	-
	• Male (Baht/ person/ year)	104,688.99	-
	• Female (Baht/ person/ year)	223,936.83	-
158	<b>First-level Management (Baht/ person/ year)</b>	197,213.42	-
	• Male (Baht/ person/ year)	320,697.63	-
	• Female (Baht/ person/ year)	107,415.16	-
159	<b>Employee (Non-management level) (Baht/ person/ year)</b>	361,814.36	-
	• Male (Baht/ person/ year)	149,351.34	-
	• Female (Baht/ person/ year)	226,573.28	-
<b>Topic: Employee Training and Development Spent By Nationality</b>			
160	<b>Thai (Baht/ person/ year)</b>	38,893.28	-
	• Male (Baht/ person/ year)	33,125.95	-
	• Female (Baht/ person/ year)	44,660.61	-
161	<b>Filipino (Baht/ person/ year)</b>	306,029.76	-
	• Male (Baht/ person/ year)	219,400.94	-
	• Female (Baht/ person/ year)	392,658.57	-
162	<b>American (Baht/ person/ year)</b>	1,600.00	-
	• Male (Baht/ person/ year)	1,600.00	-
	• Female (Baht/ person/ year)	0.00	-
<b>Criteria: Performance Development</b>			
<b>Topic: Employee Performance and Career Development Reviews</b>			
<b>(GRI Standards: Training and Education 2016, 404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews)</b>			
163	<b>Percentage of employees receiving regular performance and career development reviews (%)</b>	100.00	100.00

No.	Indicator	2024 (by EGCO Equity)	Target
<b>Topic: Employee Performance and Career Development Reviews By Employee Level</b>			
<b>(GRI Standards: Training and Education 2016, 404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews)</b>			
164	<b>Executives (%)</b>	100.00	-
	• Male (%)	100.00	-
	• Female (%)	100.00	-
165	<b>Middle Management (%)</b>	100.00	-
	• Male (%)	100.00	-
	• Female (%)	100.00	-
166	<b>First-level Management (%)</b>	100.00	-
	• Male (%)	100.00	-
	• Female (%)	100.00	-
167	<b>Employee (Non-management level) (%)</b>	100.00	-
	• Male (%)	100.00	-
	• Female (%)	100.00	-
<b>Criteria: Discrimination &amp; Harassment</b>			
<b>(GRI Standards: Non-Discrimination 2016, 406-1 Incidents of Discrimination and Corrective Actions Taken)</b>			
168	<b>Number of incidents of discrimination and harassment has been received and reviewed (Case)</b>	0	-
169	<b>Corrective or disciplinary action taken in case of discriminatory behavior or harassment (Case)</b>	0	-
<b>Criteria: Freedom of Association</b>			
<b>(GRI Standards: General Disclosures 2021, 2-30 Collective Bargaining Agreements)</b>			
170	<b>Percentage of employees represented by an independent trade union or covered by collective bargaining agreements (%)</b>	100.00	-
171	<b>Employees represented by an independent trade union (Person)</b>	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
172	<b>Employees represented by an independent labor union (Person)</b>	64	-
	• Male (Person)	57	-
	• Female (Person)	7	-
173	<b>Employees represented by an independent welfare committee (Person)</b>	7	-
	• Male (Person)	2	-
	• Female (Person)	5	-

No.	Indicator	2024 (by EGCO Equity)	Target
<b>Criteria: Contribution to Employee's Provident Fund</b>			
174	Total amount contributed to the provident fund (million baht)	69	-
175	Employee number of enrollment (Person)	792	-
176	Percentage of employee provident fund membership (%)	97	-
177	Percentage of the company's contribution rate (%)	6-11	-
178	Percentage of the employees' contribution rate (%)	5-15	-
<b>Criteria: Human Rights</b>			
<b>Topic: Human Rights Assessment</b>			
179	<b>Human Rights Assessment of Own Operations (including Joint Ventures where the company has management control)</b>		
	• % of total assessed in last three years	100.00	-
	• % of total assessed where risks have been identified	14.00	-
	• % of risk with mitigation actions taken	100.00	-
180	<b>Human Rights Assessment of Contractors and Tier 1</b>		
	• % of total assessed in last three years	100.00	-
	• % of total assessed where risks have been identified	7.00	-
	• % of risk with mitigation actions taken	100.00	-
181	<b>Human Rights Assessment of Joint ventures (including stakes above 10%)</b>		
	• % of total assessed in last three years	100.00	-
	• % of total assessed where risks have been identified	22.00	-
	• % of risk with mitigation actions taken	100.00	-
182	<b>Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights (%)</b>	100.00	100.00

#### Human Resources Remarks:

Data is based on EGCO's head office and EGCO's subsidiaries which its operation more than 1 year.

- (1) Executives include President, Senior Executive Vice President and Executive Vice President or the Band 6 upward.
- (2) Middle Management includes the senior vice president, division manager or the Band 5 upward.
- (3) First-level management includes the vice president or the Band 4 upward.
- (4) Employee training includes in-house training and public training.
- (5) Mandatory training: Training/programs with the basic skills the employees need to carry out their daily work or legal requirements such as Code of Conduct, Mandatory Compliance (e.g. corporate Governance), Environment, Health, and Safety, IT security, Data Privacy, Boiler Operation (for power plants).
- (6) Non-mandatory training: Training/programs to develop or improve employee skills. It can be competency development, management such as Leadership, Management Development programs, Young Talent Development programs, and Project Management training.
- (7) Hiring cost is the cost of hiring a new full-time employee (FTE) in the reporting year. The cost includes internal and external recruiting costs e.g. recruiter salaries, interviews, agency fees, advertising, job fairs, travel and relocation costs etc.
- (8) EGCO Group identifies STEM-related positions as follow: Finance & accounting, Engineer, Planning, Business Development, Operation and Maintenance (Power Plant), Information Technology (IT), Environmental, Health, and Safety (EHS), Lab, R&D.
- (9) EGCO Group identifies revenue generating functions as follow: Business Development, Asset Development, Engineer, Project Management, Operation and Maintenance (Power Plant), those whose roles are related to P&L responsibility
- (10) (GRI 2-7) EGCO hires temporary and part-time employees due to workload, and short term period . EGCO defines full-time employees as employee who hire to work under the manpower framework. There is no significant fluctuations in number of employees between reporting periods.
- (11) (GRI 2-8) EGCO hires the following types of outsourced workers are 1. Professional Outsources who have the same work as employees 2. General Outsources who do not have the same work as employees such as Maid, Security Guard
- (12) From 2024 onwards, average pay included compensation from EGCO Plus and overseas



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